

Prof. Brä

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MINUTES
OF THE
MEETING OF THE EXECUTIVE COMMITTEE
OF THE
WORLD COUNCIL OF CHURCHES

29-31 December, 1978

Meeting held in Kingston, Jamaica

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WORLD COUNCIL OF CHURCHES
EXECUTIVE COMMITTEE MEETING

Kingston, Jamaica
29-31 December, 1978

1. OPENING ACTIONS

A. Introduction and worship

The meeting convened at 8.45 a.m. on Friday, 29 December.

Worship on 29 and 31 December was conducted by the Moderator; Dr Appel led the worship on 30 December.

B. Roll call

The General Secretary called the roll, presenting apologies from Dr Visser 't Hooft, Dr Simatupang, His Holiness Karekin II, Metropolitan Chrysostomos and Dr Rossel. It was agreed to send greetings to Dr Visser 't Hooft.

C. Minutes

In the minutes of the meeting held in Helsinki, Finland, 18-22 September 1978, in the last paragraph on page 35 the year "1983" should be added after the word "August", and on page 39 the name of Bishop Harms should be added to the members of the Sub-Committee on Finance. With these corrections, the minutes, having been previously circulated, were confirmed.

D. Adoption of agenda

The General Secretary introduced the draft agenda and proposed a number of amendments. The agenda, as amended, was adopted.

2. REPORT OF THE GENERAL SECRETARY

The General Secretary reported on a number of events since the last meeting of the Executive Committee. Immediately after that meeting the Review Committee had met and there had been intensive discussions in staff about the implications of its report. Much staff time had also been spent on preparations for the Central Committee. Correspondence and discussion concerning the grant to the Patriotic Front had continued with many member churches, particularly in the USA, the FRG, the UK, Ireland, the Netherlands and Switzerland. The All Africa Conference of Churches had

produced a strong statement in support of the grant. Other groups in Asia, Latin America and the Caribbean had done the same. Three churches (the Salvation Army, the Lutheran Church of Schaumburg-Lippe in the FRG, and the Presbyterian Church in Ireland) had suspended their membership of the WCC. Conversations had been held with the Swiss Protestant Church Federation, the three member churches in Ireland and the Salvation Army.

The Moderator and the General Secretary, together with Archbishop Sundby, Dr Appel, Miss Webb, Dr Raiser, Dr Song, Dr Kurewa and Canon Wood had had a meeting with the General and the International Advisory Council of the Salvation Army in London on December 12, 1978. The Salvation Army leaders had raised a number of questions in terms of the basis and functions of the WCC and explained their difficulty in dealing with a body which had no authority but necessarily involved its member churches in its actions. The conversations had been very cordial and had revealed a lack of depth in the knowledge of the WCC about the Salvation Army and vice versa. Decision on membership in the WCC would be taken in October, 1979. On the following day a WCC group had met representatives of the Presbyterian Church of Ireland who had explained their problems in connection with the grant to the Patriotic Front. The continuing violent situation in Ireland had greatly influenced the attitude of the Church to the PCR. They suggested that the WCC should produce a statement on the possibilities and limitations to the WCC's involvement in social and political questions. The church would decide about the future of its membership in the WCC in 1980. It was to be noted that extensive correspondence had shown that this church has been divided in its attitude to the WCC from 1947.

There had also been a meeting in Geneva with representatives of the Evangelical Church in Germany, to discuss the resolutions of their Synod and the ways in which the WCC was trying to respond. The Synod had strongly reaffirmed its loyalty to the Council in spite of differences on particular issues.

A staff paper had been prepared for the Central Committee summarising the convictions of the WCC on race questions, the involvement of the Council and of its member churches in the Southern African situation, and the most urgent issues and dilemmas in the present debate. Three specific papers had also been prepared for the discussion in Unit II.

With regard to the Middle East, Dr Potter reported that the statement requested by the Executive Committee in Helsinki had been sent to the member churches but that it had not been possible to arrange for the ecumenical team visit to Lebanon.

The General Secretary reported on his visit to the USSR in October, when he had attended the memorial liturgy for

Metropolitan Nikodim, and had had consultations with representatives of member churches. He spoke of the visit to Geneva of the President of the Secretariat on Religious Affairs in Hungary, who had addressed the staff on his state's recognition of the place of the church in the common effort to work for a better society. In November, Dr Potter had spent a week in Czechoslovakia, the first visit of a General Secretary there since 1968. He had met representatives of all the member churches and of other churches. He had discussed with government officials the participation of representatives of the Czech churches in a number of WCC activities, and they had agreed that a meeting of Eastern Europeans, in preparation for the CWME 1980 Conference, could be held in Prague in March 1979.

The General Secretary spoke of the difficulties facing the churches in Ethiopia at the present time. The leaders of the Evangelical Church Mekane Yesus had been imprisoned but, as a result of the intervention of churches in Cuba, the USSR and GDR, had later been released. The General Secretary also referred to the problem of the representation of the Orthodox Church of Ethiopia on Central Committee. In this connection, Metropolitan Gregorios reported on his visit to Ethiopia and on the changes in the leadership of the Orthodox Church there. After discussion, it was agreed to recommend to Central Committee that Archbishop Makarios and Mr Mersei Hazen Abebe be substituted for the two Central Committee members from the Ethiopian Orthodox Church at the meeting in Jamaica, but that the WCC's deep concern for Bishop Paulos, who was still in prison, be reiterated.

3. MODERATOR'S REPORT TO CENTRAL COMMITTEE

The Moderator presented a brief outline of the report he proposed submitting to Central Committee. He intended appending to his report a list of ecumenical events which had taken place since the last meeting of the Central Committee. His address would include both a report on the activities of the Executive Committee and a reflection on relationships with the member churches and the importance of ecumenical dialogue. It would also call attention to three controversial issues which the Central Committee would have to face: the Programme to Combat Racism and in particular the use of the Special Fund; the nine-year rule and the staffing of the Council; the future direction of the work of the Council.

4. APPLICATIONS FOR MEMBERSHIP

Dr Raiser presented the applications for membership.

a. Evangelical Church Mekane Yesus, Ethiopia

Metropolitan Gregorios indicated that this application had the support of the Orthodox Church in Ethiopia. After

discussion, it was agreed to recommend the Central Committee to accept the Evangelical Church Mekane Yesus as a member church of the World Council of Churches.

b. Evangelical Christian Church in Halmahera, Indonesia

It was agreed to recommend the Central Committee to accept the Evangelical Christian Church in Halmahera, Indonesia, as a member church of the World Council of Churches.

5. CRITERIA FOR MEMBERSHIP

Dr Raiser presented a paper on criteria for membership of the WCC, reviewing the actions of the Executive Committee in February 1978 in response to the Central Committee's request that the criteria for the reception of new member churches be re-examined. It was felt that the wording of the recommended addition to Rule I, sub-section 2, needed clarification. The proposal regarding the new procedure for the reception of new member churches had received so little response from member churches that it was felt that the Central Committee might wish to ask the General Secretary to draw their attention to it again and encourage them to express an opinion. After discussion, it was agreed that the matter should be referred to the Committee on the General Secretariat, with a request that it make a recommendation to Central Committee.

6. REPORT OF THE REVIEW COMMITTEE

Dr Wedel introduced the report of the Review Committee and outlined the plans for its presentation to Central Committee. The General Secretary presented a number of suggestions which had arisen from staff discussions of the report. After a general discussion it was agreed to refer all suggestions to the Nominations Sub-Committee.

At a later session Miss Skuse, on behalf of the Nominations Sub-Committee, proposed and it was agreed that the Executive Committee comment on the Review Committee report as follows:

The Executive Committee spent considerable time discussing the report of the Review Committee. Among the points made were:

1. Appreciation for the emphasis on the importance of the relationships with member churches. Comments related to the need for greater sensitivity on the part of programme units and staff to the concerns and the problems of the member churches. The relative lack of attention to churches in some parts of the world raises real problems of communication.
2. While appreciating and supporting the emphasis in the section on staff travel, particularly on contacts with

member churches, it was pointed out that there must be an awareness of special groups with whom contact should also be made or maintained.

3. There needs to be a clearer definition of the roles and relationships of Central Committee, Commissions, Unit and Programme Committees, and also definitions of programme projects, study projects and other styles of operation.
4. Because the next Assembly is referred to frequently in the Report, we should plan soon to think about what kind of an Assembly we want in 1983.
5. The Executive Committee was pleased to learn from the General Secretary that the staff has already been working on suggestions made by the Review Committee in its report, and also in its Confidential Memorandum to the officers - especially in regard to the possible realignment or combining of activities which may point the way to changes in organisational structures. Among other things, he mentioned:
 - a) the joint appointment of staff for Evangelism and Renewal of Congregational Life;
 - b) work of the staff task force on Education;
 - c) possible coordination of work with various "people's movements";
 - d) closer relations among Units concerned with various rural questions;
 - e) a study of publications and periodicals;
 - f) better planning of staff travel;
 - g) better relationships with regional bodies;
 - h) the possibilities of closer cooperation with other international organisations such as YMCA, YWCA, and WSCF.

The General Secretary pointed out that this programme coordination should be helpful for the member churches in understanding the WCC and in participating in its work. At the same time, there is a need to involve member churches in the process of setting priorities for the Council. We are encouraged by the increase in contributions from member churches to WCC funds. At the same we are concerned about the effect of exchange fluctuations which may necessitate further cuts in major programmes and/or services to our constituencies.

The Executive Committee suggests therefore that there need to be some very definite actions by this Central

Committee meeting in response to the Review Committee report. Our suggestions include:

1. The initiation of a process for considering structural changes which may be needed. This can be expected to be an on-going process.
2. The clarification of the distinctions between those programmes which are a part of the permanent structure and ongoing work of the Council, and others which are undertaken to meet specific needs.
3. Asking the Units and sub-units in their meetings during this Central Committee to study the Report of the Review Committee, especially those portions relating to the work of each Unit. A memorandum to Unit Moderators has been prepared which may be helpful in this process.
4. It is essential to begin setting priorities. The Review Committee did not try to do this, feeling that the Units are best qualified to establish their own priorities. Central Committee is asked to do this as part of its response to the Report of the Review Committee.
5. We hope that it might be possible to suggest, or even agree upon and implement, some realignment of programmes in this meeting of the Central Committee, and Units and sub-units are asked to take this matter seriously.
6. As follow-up to the Review Committee's work, we suggest that, among other possibilities, there should be
 - a) a joint meeting between the Review Committee and the Finance Committee;
 - b) the preparation by the Review Committee of a unified report incorporating the comments and reactions from the Unit Committees and from the Central Committee discussion;
 - c) after this meeting of the Central Committee, the establishment of a Programme Review sub-Committee of the Executive Committee, which would meet at each Executive Committee meeting to monitor the progress of the Council's Units and staff in carrying out the suggestions which will come from this meeting.

7. REPORT OF THE ADVISORY COMMITTEE ON THE SEARCH FOR A JUST, PARTICIPATORY AND SUSTAINABLE SOCIETY

Dr Miguez Bonino presented the report of the Advisory Committee. The Committee's task had had two foci: to offer

to the ecumenical movement at large a reflection on the shape of society and to search for guidelines for the work of the WCC. The Committee had begun by studying a variety of concrete situations, then turned to theological reflection on the issues, and finally returned to the tasks facing the Church and the WCC. The Committee had identified a number of issues in the struggle for justice in society, made some affirmations about the life of the Church, and then focused on the implications of its study in relation to other WCC programme emphases and priorities and outlined some possible next steps.

General discussion followed this presentation. The need for a simpler statement on the subject for popular use was stressed. The General Secretary suggested and it was agreed that a small group, led by Dr Miguez Bonino, should direct specific questions concerning future WCC programmes to the various Unit Committees, collect their responses and make a recommendation to Central Committee as to next steps.

8. PUBLIC ISSUES

Mr Niilus introduced the subject of public issues, pointing out that these were not dealt with only by formal statements. Meetings like that of the Central Committee also provided an opportunity for receiving and exchanging information on areas of concern, and of indicating general stands in regard to issues of justice. Issues which required attention included nuclear tests in the Pacific, independence movements in the Pacific, developments in Indochina, torture, the explosive situation in Central America and the Southern Cone of Latin America, militarism and the armaments race, and the human rights programme.

Middle East: Mr Niilus referred to the two requests of the Executive at its last meeting. A circular letter had been sent to member churches, affiliated councils and Central Committee members, and the delegation to Lebanon was being discussed with the Middle East Council of Churches. Some new elements in the area deserved attention: religious community relations, differing and conflicting understandings of religious liberty, and human rights. These developments were affecting other countries in the area and beyond it.

He suggested that, in view of the chronic nature of most of the issues mentioned, the Executive Committee recommend to Central Committee that it make no special statements on them at this time but work, through Unit II, on guidelines for longer-term action and indications of ways to proceed if and when any situation became acute.

Southern Africa: Mr Koshy presented a background paper on Southern Africa, prepared for Central Committee, with sections on theological and ethical issues, the WCC's and member churches' involvement in Southern Africa, and issues and dilemmas in the present debate. He also presented a

note on Southern Africa, to be referred to the Unit II Committee, which drew attention to qualitatively new developments in South Africa, Zimbabwe and Namibia and to the increasing number of refugees. It was proposed that the Central Committee should address a statement on Southern Africa to the churches, drawing attention to significant new developments in the region, indicating ways of more intensive involvement of the WCC and actions reflecting such involvement, and calling for the deeper involvement of the churches.

Dr McCloud asked why Cambodia was not included among the public issues. Mr Koshy replied that it had not been possible to obtain sufficient independent information on the situation. It was also felt that the international conflict in Indochina might have more important repercussions, and that reference could be made in the guidelines to national situations also.

The General Secretary stressed the importance of the provision of information not available in the public press which would help to develop people's conscience, and asked how this question could be raised in the Central Committee. It was generally felt that such information should be channelled through the member churches rather than the secular media and should be in a form which was readily understood by the ordinary church member.

9. REPORT OF CONSULTATION BETWEEN THE WCC AND THE WORLD CONFESSIONAL FAMILIES

Mr Gill presented the report of the Consultation between the WCC and the World Confessional Families on their relationships, held in Geneva, 23-25 October 1978, which it was proposed to refer to the Committee on the General Secretariat. The Consultation was the latest stage in an on-going conversation. In trying to find common ground, the participants had stressed not only the validity of the role of the WCFs but also their ecumenical responsibility, particularly in the fields of Faith and Order, common witness and general relationships with the WCC. They had recognized that, although the ecumenical movement was broader than the WCC, the WCC was the only forum where all aspects of the ecumenical movement had an opportunity to encounter one another, and had affirmed that it was essential for the WCFs to develop appropriate collaboration with the WCC. A number of possible steps towards closer collaboration had been suggested and there had been a desire to use existing structures more fully. Mr Gill pointed to a number of questions which would face the Central Committee in dealing with the report: Was this the general direction in which the WCC wished to go? What should be the response to the specific proposals for closer relationships? Were there related issues which should be considered at the same time, such as the implications for regional and national councils of churches?

The General Secretary pointed out that in his address at the Consultation he had challenged the communions concerning their growing tendency to stand aside from some of the controversial world issues, such as the problems of Southern Africa, with which the WCC was engaged.

Dr Vischer stressed the importance of the response to the report from the Central Committee which would set the tone for future discussions with the WCFs and suggested a number of possible elements in this response. Dr Raiser reported that there would be a formal discussion on and response to the report by the Executive Committee of the Lutheran World Federation and similar actions could be expected from other WCFs.

10. REPORT OF THE JOINT WORKING GROUP BETWEEN THE ROMAN CATHOLIC CHURCH AND THE WCC

Dr Vischer referred to the draft report of the Joint Working Group which had been presented to the Executive Committee in Helsinki, and briefly presented the final report which had been drawn up by the Executive Group of the Joint Working Group at the beginning of December. This would be presented to the Central Committee through the Committee on the General Secretariat, and Dr Vischer stressed that, in considering the next steps in relationships with the Roman Catholic Church, it was important that the report be discussed together with that on the Consultation with World Confessional Families. Dr Vischer pointed out that, to some extent, the response to the Joint Working Group's report would depend on an assessment of the new Pontificate.

As soon as possible, personal contacts with the new Pope should be established, preferably before the next meeting of the Joint Working Group. It was important that the Central Committee propose new common initiatives.

11. APPROACHES TO SWISS AUTHORITIES

Dr Raiser referred to the report on the location of the WCC's headquarters and indicated that it might be possible to obtain a redefinition of the WCC's status. After discussion the following minute was agreed:

The Executive Committee of the WCC, meeting at Kingston, Jamaica, December 29-31, 1978 has received a report about informal enquiries which have been made with representatives of the Government of the Swiss Confederation as well as of the Republic and Canton of Geneva concerning the situation of the World Council of Churches in Switzerland. The Executive Committee expresses its gratitude for the readiness of the Swiss authorities to render assistance to the World Council on many occasions, both during its period of formation and since the official establishment of the Council's headquarters in Geneva in 1949.

In reviewing the situation of the World Council in Switzerland, the Executive Committee has also considered the question of how the specific character of the World Council could be recognised more fully in terms of its legal status. The Executive Committee gratefully acknowledges the fact that the present status safeguards the basic freedom and independence of the Council which are essential to its functions and purposes. The Committee also recognises the difficulty of expressing adequately the special character of the WCC within any legal framework, as well as the limitations imposed on the Swiss authorities in granting certain privileges to organisations which do not have a recognised governmental status.

The Executive Committee requests the General Secretary:

- to enter into contact with the appropriate Government authorities with a view to obtaining a status for the WCC which would facilitate discussions on relief concerning fiscal and employment issues;
- to coordinate such approaches with the churches in Switzerland, in particular the member churches of the World Council;
- to report to the Executive Committee in September 1979 on the results of further conversations.

12. AMENDMENT OF STAFF RULES

The General Secretary introduced a number of proposed amendments to the Staff Rules. It was agreed to adopt the Staff Rules as amended (Appendix III). It was noted that these Rules should apply to all persons employed by the WCC except as specifically stated in the Staff Regulations.

13. PREPARATIONS FOR CENTRAL COMMITTEE

The General Secretary presented the proposed timetable and agenda for Central Committee. The Executive Committee agreed to the proposed arrangements. It was agreed that visitors and press who wished to join the outing provided by the local committee should be asked to contribute to the cost.

14. GRANT FROM THE SPECIAL FUND TO COMBAT RACISM

Mr Sjollema referred to the decision of the Executive Committee in September 1978 to postpone action on the proposed grant to the Vanuaaku Pati in the New Hebrides pending clarification of conflicting assessments of the situation in the area. Correspondence and discussions with the New Hebrides Christian Council, the Pacific Conference of Churches and the Vanuaaku Pati itself had made it clear

that there were now no objections to the proposed grant. The Executive Committee therefore agreed to approve a grant in the amount of US \$ 10,000 to the New Hebrides National Party (Vanuaaku Pati).

15. REPORT OF THE FINANCE SUB-COMMITTEE

Dr Marshall presented the report of the Finance Sub-Committee.

A. Finance Committee Report to Central Committee

The Sub-Committee had considered the business that would be submitted to the Central Committee, in particular the review of the 1978 financial situation, the position of Reserves, income estimates to 1981 and expense budgets to 1981, together with the proposed method of dealing with deficit accounting in 1979 and 1980.

The Executive Committee approved the draft of the report to be submitted to the Central Committee, including its recommendations.

B. Comparative study of costs between Geneva and London

Mr Kenworthy reported on the comparative study of costs between Geneva and London over the period 1973-1977 inclusive, which had been undertaken following the request of the Executive Committee at its meeting in September 1978. A series of comparative indices had been prepared on the basis both of currency income received throughout the period, and on changes in wages and cost of living in the two centres obtained from the International Labour Office. The calculations showed that a saving of about 9% would have been made in the UK compared with Switzerland in the period in question. In the light of information received from one member church which had undergone a similar exercise, it appeared that the capital costs of relocation could amount to as much as Sfr 39 million. Dr Marshall said that in view of this information the Sub-Committee had felt it would be fruitless to pursue the study further. The Executive Committee agreed that the WCC should retain its Headquarters in Geneva and that the Central Committee should be informed accordingly.

C. Salary system and staff benefits

Mr Kenworthy presented a report which he had prepared jointly with Mr Davies in response to the request of the Executive Committee in February 1978. They felt that the difficulties which had arisen in the salary system had been largely due to the lack of full implementation of the existing scheme and proposed that it should be brought into fuller operation by:

- a. the up-dating of job descriptions;
- b. the development of a performance appraisal scheme by 30 June 1979, which would become operative by 1 January 1980 and would be fully implemented by 1 April 1980.
- c. the introduction of orientation courses for supervisors;
- d. the fixing of regular dates for salary reviews based on the system.

With regard to allowances, it was felt that the question required more study and a further report would be made to the Executive Committee in September 1979. The Executive Committee received the report for information and agreed to the procedures outlined in it.

16. REPORT OF THE NOMINATIONS SUB-COMMITTEE

Miss Skuse presented the report of the Nominations Sub-Committee.

A. Membership of commissions and working groups

The Executive Committee considered nominations to fill vacant places on the commissions and working groups of Church and Society, CWME, CICARWS, Education, Women in Church and Society, and Youth. The proposals of the Nominations Sub-Committee were received and it was agreed to recommend them to the Central Committee for final action.

B. Further vacancies or replacements

The Sub-Committee had noted that a number of replacements or nominations to vacancies were being considered by the various sub-units. Since the next meeting of the Central Committee would take place only in August 1980, the Executive Committee agreed to request authorisation from the Central Committee to act on any specific proposals, for final confirmation by the next meeting of the Central Committee.

C. Reappointment of commissions and working groups, including their officers

In addition to the new appointments or replacements recommended for Central Committee approval, the Executive Committee agreed to recommend to the Central Committee:

- i. the reappointment of the remaining total membership of all commissions and working groups of the WCC, as well as the reappointment of their officers until the end of 1981;
- ii. that the reappointment be made conditional on any action to be taken by the Executive Committee at its next meeting on further replacements;

- iii. that the Central Committee review the situation again at its meeting in 1981 in the light of the needs of preparations for the next Assembly.

17. FUTURE MEETINGS

Bishop Hempel presented an invitation from the Federation of Evangelical Churches in the German Democratic Republic to hold a meeting of the Central Committee in the GDR in July or August 1981. There had been consultations with the Government which had agreed to facilitate arrangements for the meeting.

Archbishop Sundby reported on discussions between the two member churches in Sweden and suggested that the Central Committee might meet in Sweden in August 1982.

The Executive Committee agreed to recommend that the Central Committee accept both invitations, subject to the approval of the Finance Sub-Committee.

The Moderator thanked Bishop Hempel and Archbishop Sundby for all their work in this connection.

The General Secretary reported that an official invitation had been received from the General Secretary of the Canadian Council of Churches, on behalf of the member churches in Canada, for the WCC to hold its Sixth Assembly in Vancouver, British Columbia, on dates to be arranged between mid-July and August 1983.

The Executive Committee agreed to recommend that the Central Committee accept this invitation, subject to the approval of the Finance Sub-Committee.

APPENDIX I

ATTENDANCE

PRESENT:

Presidents: Hon. Mrs Justice A.R. Jiagge
Prof. J. Miguez-Bonino
Most Rev. O. Sundby (31 December only)
Dr C. Wedel

Officers: Most Rev. E.W. Scott (Moderator)
Miss J. Skuse (Vice-Moderator)
Rev. Dr P.A. Potter (General Secretary)

Members: His Eminence Antonie (Plamadeala)
Rev. Dr A. Appel
Prof. Dr A.M. Barkat
Mr Bena-Silu
Rev. J.G. Gatu
His Eminence Metropolitan Dr Paulos Mar Gregorios
Bishop Dr H.H. Harms
Bishop Dr J.W. Hempel
Rev. Dr Won Yong Kang
His Eminence Archbishop Kirill (Gundayayev)
Rev. Dr R.J. Marshall
Rev. Dr J.O. McCloud
Mrs D.Y. Sampath
Miss P.M. Webb

Guest: Rev. Dr E.C. Blake

Observer: Protopresbyter V. Borovoy

Staff:

- Dr P. Abrecht
- Miss B. Bam
- Dr N. Barrow
- Dr U. Becker
- Dr K. Bridston
- Rev. E. Castro
- Mr T. Davies
- Rev. D. Epps
- Mr J. Fischer
- Rev. D. Gill
- Mr R. Gurney
- Dr K. Hertz
- Mr J. Hilke
- Mr C.I. Itty
- Mr W. Kenworthy
- Mr N. Koshy
- Mr P. Moss
- Mr L. Niilus
- Mr M. Rafransoa
- Dr K. Raiser
- Dr S. Samartha
- Rev. A. Sapsezian
- Dr B. Sjollema
- Dr L. Vischer
- Miss M. van Vredenburg
- Mr L.C. Weil

Interpreters:

- Miss I. Friedeberg
- Miss R. Ginglas
- Mr A. Nalpanis

Minute Writer: Miss A. Burrows

Administration:

- Miss R. Green
- Miss A. Hoppe

APOLOGIES

Honorary President: Dr W.A. Visser 't Hooft

President: Dr T.B. Simatupang

Officer: His Holiness Karekin II (Vice-Moderator)

Members:

- His Eminence Metropolitan Chrysostomos
- Rev. Dr Jacques Rossel

MEMBERSHIP OF SUB-COMMITTEES

Sub-Committee on Finance

Rev. Dr R.J. Marshall (Moderator)
His Eminence Antonie (Plamadeala)
Prof. Dr A. Barkat
Mr Bena-Silu
Bishop Dr H.H. Harms
His Eminence Archbishop Kirill (Gundayayev)
Rev. Dr J.O. McCloud
Rev. Dr J. Rossel
Miss P. Webb

Sub-Committee on Staffing and Nominations, and Programme

Miss J. Skuse (Moderator, Staffing and Nominations)
His Holiness Karekin II (Moderator, Programme)
Rev. Dr A. Appel
His Eminence Metropolitan Chrysostomos
Rev. J. Gatu
His Eminence Metropolitan Dr Paulos Mar Gregorios
Bishop Dr J.W. Hempel
Rev. Dr Won Yong Kang
Mrs D. Sampath

WORLD COUNCIL OF CHURCHES

STAFF RULES

CHAPTER I: Nature and Scope

Section 1: Staff Rules

On the authority of the Central Committee of the WCC, the Staff Rules are issued by the Executive Committee which Committee shall be the only authority competent to make amendments thereto. I 1.01

The purpose of the Staff Rules shall be to codify the basic principles governing the working relationship between the WCC and its personnel. I 1.02

Section 2: Staff Regulations

The General Secretary of the WCC as Chief Executive Officer shall be responsible for the application of the Rules. He shall issue Staff Regulations for this purpose. Changes shall be proposed by such process as the Regulations themselves will define. I 2.01

The General Secretary may delegate his authority in the application of the Staff Regulations to other personnel of the WCC, either by name or ex officio, in such fields and for such purposes as he shall define. He shall make copies of Staff Regulations available to the Executive Committee for information. I 2.02

Section 3: Scope

The present Rules shall apply to all persons who are employed by the WCC except as indicated in the Staff Regulations. The definition "employed by the WCC" will be found in the Regulations. I 3.01

CHAPTER II: Conditions of employment

Section 1: Appointment

According to the Constitution of the WCC the General Secretary shall be elected by the Central Committee. II 1.01

Except as provided in WCC Rules (Constitution and Rules, Rule VIII), appointments in grades 6 and above shall be subject to the approval of the Executive Committee on the recommendation of the General Secretary. The Central Committee delegates to the General Secretary the authority to appoint personnel up to grade 5. II 1.02

Subject to the primary need for competence, regard shall be paid to the importance of recruiting the personnel on as wide a geographical and confessional basis as possible and without distinction as to race or sex. Dedication to the aims and spirit of the WCC is essential in staff responsible for programmes. II 1.03

All vacancies shall be made known to staff to allow for internal applications, which shall be given careful consideration. II 1.04

Every appointment shall be recorded in a written contract setting out the conditions of employment. II 1.05

Section 2: Classification of Posts and Grading

Every post shall be classified by grade, as set out in the Staff Regulations. II 2.01

The classification on posts shall be periodically reviewed including when the occupant of the post changes. II 2.02

The grade of a staff member shall depend on the grade of the post he/she holds. II 2.03

The General Secretary may promote personnel to a higher grade in accordance with the provisions of the Staff Regulations. II 2.04

A formalised performance appraisal system shall be introduced in order to evaluate periodically the performance of personnel. II 2.05

Section 3: Leave

Personnel shall be entitled to annual leave, sick leave and maternity leave. II 3.01

Personnel may be entitled to special leave. II 3.02

The Staff Regulations shall lay down the conditions for granting all such leave. II 3.03

The Staff Regulations shall lay down the official holidays to which personnel shall be entitled. II 3.04

Section 4: Hours or Work

The General Secretary shall fix the working hours of the Council. II 4.01

Section 5: Obligations

In the discharge of their responsibilities as staff members, personnel shall be subject to the authority of the General Secretary and ultimately responsible to him. II 5.01

Personnel shall refrain from any act or activity which is incompatible with their responsibility as staff members. II 5.02

Personnel of the WCC do not enjoy any diplomatic privileges or immunity from national laws. II 5.03

Any copyright on work done by personnel in the course of their official duties shall be vested in the WCC, unless otherwise agreed. Arrangements regarding honoraria shall be laid down in the Staff Regulations. II 5.04

Section 6: Termination of Contract

Appointments shall terminate for the following reasons : II 6.01

- a) resignation
- b) expiry of a fixed-term contract
- c) the abolition of a post, when the General Secretary has ascertained that the staff member cannot be transferred to another post within the WCC

- d) dismissal for disciplinary reasons
- e) duly certified permanent disability
- f) dismissal for specified reasons of unsuitability
- g) attaining the age limit
- h) death

The Staff Regulations shall lay down the conditions under which appointments shall be terminated, and the procedures to be followed.

II 6.02

CHAPTER III : Financial Conditions

Section 1: Salaries, Supplements, Allowances, Grants, Reimbursements

The salary scale of personnel shall be authorized by the Executive Committee on recommendation of the General Secretary through the Finance Committee and shall be reviewed periodically with a view to making appropriate adjustment.

III 1.01

Provisions shall also be made for a system of supplements, allowances, grants and reimbursements. The Staff Regulations shall lay down the conditions and terms on which they shall be paid.

III 1.02

CHAPTER IV: Social Security

Social security provisions shall be made for the purpose of safeguarding the personnel against the economic consequences of illness, accidents, disability, old age and death.

IV 1.01

The Staff Regulations shall set out the conditions and terms of these provisions.

IV 1.02

CHAPTER V: Relations with Personnel

There shall be a Staff Representative Group, V 1.01
elected among the personnel, which shall
represent staff interests to the General
Secretary. This provision shall not affect
the right of individual staff members to
address themselves directly to the General
Secretary or of the General Secretary to con-
sult with any staff member.

CHAPTER VI: Disciplinary Measures, Disputes and Appeals

Section 1: Disciplinary Measures

The General Secretary may, after consulting an VI 1.01
Advisory Disciplinary Board, take disciplinary
measures against a staff member who is considered
to be guilty of negligence or of fault in the
fulfilment of his/her obligations towards the WCC.

The staff member concerned has the right to be VI 1.02
heard by the Advisory Disciplinary Board person-
ally before recommendations are made to the
General Secretary.

While investigations by the Advisory Disciplinary VI 1.03
Board are in progress, the General Secretary may
suspend the staff member concerned whose salary,
however, shall be continued to be paid to him/her.

Disciplinary measures may take the form of a VI 1.04
warning, a written reprimand, suspension with or
without pay, reassignment or dismissal.

The staff member concerned shall have the right VI 1.05
to appeal against the recommendations made to
the General Secretary as under Section 2 below.

Section 2: Disputes and Appeals

Every staff member shall have the right to the VI 2.01
reconsideration of a disciplinary measure or of
a decision concerning him/her taken in pursuance
of the Staff Rules and Regulations and which he/
she regards as unjust, before an Advisory Appeals
Board.

The Staff Regulations shall lay down the composition and procedures of the Advisory Appeals Board and the Advisory Disciplinary Board.

VI 2.02

Final disciplinary decisions leading to dismissal in regard to staff in grades 6 and above shall be subject to the approval of the Officers of the Central Committee.

VI 2.03

